

ADA@25 1990-2015
Embracing Change & Empowering Abilities
Maryland Rehabilitation Conference 2015
Thursday & Friday, October 29 & 30, 2015
Timonium, Maryland
Maryland Rehabilitation Association
Maryland Division of Rehabilitation Services

Deadline for Registration: October 8, 2015

Help us commemorate the 25th anniversary of the Americans with Disabilities Act. Join with your fellow rehabilitation professionals to take a look back at the journey for civil rights for people with disabilities, celebrate this landmark legislation, and work with our colleagues and communities to continue to strive toward the promise of equality and inclusion envisioned by the passage of the ADA.

- **Keynote Speaker** – Marian Vessels, Director of the Mid-Atlantic ADA Center.
- **Lunchtime Speakers** – Thursday: Patricia Leahy, Director of Government Affairs for the National Rehabilitation Assoc. Friday: Amanda Taylor, Creative Chance Founder/ Director.
- **24 Breakout Sessions** on disability, employment, vocational rehabilitation, assistive technology, accessibility and personal development. (8.25 CRC credits available).
- **MRA Silent Auction** – back by popular demand!
- **Continental Breakfast with the Exhibitors on Thursday** sponsored by the MRA – come early for a light breakfast and network with your colleagues and the exhibitors in a relaxed setting.

- **Dozens of Vendors & Exhibitors** showcasing the latest in rehabilitation products and services.
- **Rehab Happy Hour** – You're invited to join your colleagues Thursday afternoon at the nearby Hightopps Backstage Grille for a casual happy hour. No cost to attend. RSVP with your conference registration to receive a free gift.

Online Registration Link:

<http://goo.gl/5nS2j2>

Keynote Speaker: Marian Vessels

Marian Vessels is Director of the Mid-Atlantic ADA Center. Serving in this role since 1996, she is responsible for assuring the Center's provision of information, guidance and training on the Americans with Disabilities Act (ADA) in the six-state Mid-Atlantic Region (DE, DC, MD, PA, VA, WV). The Center is one of 10 regional centers comprising the ADA National Network, funded by the U.S. Department of Education's National Institute of Disability and Rehabilitation Research.

Among Marian's primary areas of expertise are networking, training and providing guidance on the ADA in employment, state and local government and hospitality issues. She is spearheading the ADA National Networks' Hospitality Initiative.

Marian has more than 30 years of experience in the disability and health fields. She was the Executive Director of the Maryland Governor's Committee on Employment of People with Disabilities and the Director of the Governor's Office for Individuals with Disabilities. She also served as the State of Maryland's ADA Coordinator. She was a Senior Health Educator for the Baltimore City Health Department. She had a gubernatorial appointment to

the Maryland State Rehabilitation Council (MSRC), of which she was chair.

Marian holds a BS in Community Health Education from California State University at Long Beach. She received an Honorary Doctorate from Towson University, and has received numerous awards for her commitment to disability issues and health education.

Lunchtime Speakers: Thursday: Patricia Leahy

Topic: “What Now? As WIOA Wends Its Way Toward Implementation, What Will That Mean For Public VR?”

Patricia Leahy is currently the Director of Government Affairs for the National Rehabilitation Association (NRA). Patricia tracks, analyzes and reports on all legislation that affects the State/Federal VR Program, including, most principally, the Workforce Opportunity and Investment Act (WIOA), and other disability-related legislation including the Individuals With Disabilities Education Act (IDEA), the Elementary and Secondary Education Act (ESEA), formerly known as No Child Left Behind, the Higher Ed Act, and others. Patricia also shares responsibility for the NRA’s response to the proposed regulations on WIOA.

Before coming to NRA, spent 18 years in the U.S. House of Representatives as Professional Committee staff to the House Committee on Energy and Commerce and its Subcommittee on Oversight and Investigations. That Committee has expansive jurisdiction over many issues, including Medicaid, Medicare, Part A, the Family Medical Leave Act, transportation issues related to the Americans with Disabilities Act (ADA).

Patricia also worked for five years in the Rehabilitation Services Administration (RSA) as Special Assistant for Legislative Affairs

to then-Commissioner of RSA, Dr. Fredric K. Schroeder and then-Assistant Secretary of the Office of Special Education and Rehabilitative Services (OSERS), Judith Heumann.

During her time in RSA, Patricia was intensely involved in the reauthorization of the Rehabilitation Act of 1973, as amended, which comprised Title IV of the Workforce Investment Act (WIA). Patricia was also very involved in the reauthorization of IDEA, which was also scheduled for reauthorization at the same as the Rehab Act.

Patricia is a 2003 Switzer Scholar, named after the rehabilitation icon, Mary Switzer.

Patricia also serves on the Board of the Georgetown University Pediatrics Gala Committee, which raises funds for children with disabilities, among other under-represented children.

In 1995, Patricia and her husband, Edward, founded "Edward's Fund," at Georgetown University Hospital to honor the life of their son, Edward R. Leahy, Jr., who was a child with significant disabilities.

Edward's fund provides funding to parents (and others) who cannot afford to fly in relatives while a child is in the hospital, as well as providing entertainment programs, rocking chairs and other comfortable furniture in the NICU and PICU. The purpose is to make the child's stay at Georgetown as positive and comfortable as possible.

Patricia and her husband also founded the Edward R. Leahy, Jr., Community Health and Family Medical Clinic in Scranton, Pennsylvania, which provides free, non-emergency medical care to those who cannot afford it.

For the past 15 years, the Leahys have sponsored the Northeastern U.S Conference on disABILITY, which attracts

speakers from all over the country to dialogue on issues of importance to individuals with disabilities, professionals in the rehabilitation field, special education professionals, and many others.

Lunchtime Speakers: Thursday: Amanda Taylor

Amanda Taylor is the founder and director of Creative Chance, an innovative project designed to break down social barriers between those with and without disabilities in Baltimore, while promoting, educating, and creating opportunities within the arts for people of all abilities.

Ms. Taylor has been working with individuals with disabilities since 1999 in various roles, specializing in autism therapy, creative movement and expressive arts therapy techniques. Her background includes many years of performance, but her most recent role was as a program director at the IMAGE Center for People with Disabilities, the Baltimore-area Center for Independent Living, where she designed and pioneered multiple programs and curriculum in the Baltimore area. She has extensive experience in nonprofit organizations, and it has been her dream to enter the nonprofit world as an entrepreneur, finally making Creative Chance a reality after many years of planning.

Amanda's great passion in this world is working with people with disabilities within the arts, and her goal is to reach as many communities as possible to encourage increased social justice. She strives to promote educational, recreational and even employment opportunities for people of all abilities in and around Baltimore. It is her sincere hope that you join the Creative Chance family and find meaning, purpose, pure joy and happiness through each and every event Creative Chance holds!

Agenda

Note: Registration will be available at the hotel starting at 4:30 p.m. on Wednesday evening, October 28.

Thursday, October 29

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| 7:30–9:00 a.m. | Registration |
| 7:45–9:00 | Complementary Continental Breakfast with the Exhibitors, sponsored by the MRA |
| 9:00–9:20 | Opening Remarks
DORS Director Suzanne Page
MRA President Candace Henry |
| 9:20–10:05 | Keynote Address – Marian Vessels, Director of the Mid-Atlantic ADA Center |
| 10:05–10:30 | Exhibits/Silent Auction |
| 10:30–11:45 | Concurrent Sessions #1 |
| 11:45–1:30 | Lunch
Lunchtime Speaker –
Patricia Leahy, NRA Director of Government Affairs
Awards Presentation |
| 1:30–2:45 | Concurrent Sessions #2 |
| 2:45–3:15 | Exhibits/Silent Auction |
| 3:15–4:30 | Concurrent Sessions #3 |
| 5:00–8:00 | Join us for Rehab Happy Hour at Hightopps Backstage Grille |

Friday, October 30

Celebrate **Halloween** a little early! Costumes are encouraged (but optional)

8:00–9:00 a.m.	Registration Coffee & Tea Trick or Treating w/Exhibitors Costume & Booth Decoration Competitions
9:00–10:15	Concurrent Sessions #4
10:15–10:45	Exhibits/Silent Auction – Costume & Exhibit decorations winners announced
10:45–12:00	Concurrent Sessions #5
12:00–2:00	Lunch Lunchtime Speaker – Amanda Taylor, Founder/ Director of Creative Chance Awards Presentation

Thursday Breakfast with Our Exhibitors

Join us Thursday Morning for Continental Breakfast with the Exhibitors, sponsored by the Maryland Rehabilitation Association. Come early to pick up your registration and enjoy a light breakfast while you network with your colleagues and exhibitors in a relaxed setting.

- Free continental breakfast, coffee & tea
- Uninterrupted time to network with exhibitors, colleagues, vendors and friends

[Please note that on Friday morning there will be coffee and tea service only, no breakfast items.]

Exhibitors

Visit our exhibitors for an up-close introduction to the latest in rehabilitation services and assistive technologies.

On Friday morning, we are bringing back **Trick or Treating with the Exhibitors**. Our exhibitors will vote for "Best Costume – Female" and "Best Costume – Male." Conference attendees can vote for the "Most Creative Exhibit."

This year's exhibitors are scheduled to include:

- Larry Bank, DDS
- [Columbia Lighthouse for the Blind](#)
- [Curtis Work Rehabilitation Services – MUMH](#)
- [Dankmeyer, Inc.](#)
- [Envision Technology](#)
- [The League for People with Disabilities](#)
- [Maryland Relay](#)
- [Maryland Statewide Independent Living Council](#)
- [REHAB AT WORK](#)
- [Vision Sensory Support](#)
- [VSP](#)

For information on becoming an exhibitor or advertiser for the 2015 conference, go to our [Exhibitor registration site](#) at <http://goo.gl/voRjmN>.

Halloween

Don't forget to help us celebrate **HALLOWEEN** a day early! Everyone is encouraged to come in costume on Friday. Of course it's optional, but for those brave enough to attend in something other than "business casual," the exhibitors will be sponsoring a costume contest before the first session on Friday.

All conference attendees are invited to "trick or treat" at the exhibitors' booths on Friday morning and vote for the best decorated exhibitor booth.

Awards

Brighten someone's day – nominate them for an award to be presented at the Conference!

As rehabilitation professionals, we strive to work as a team and to serve the community and each other to the best of our abilities. Think how nice it would feel to be recognized for our efforts. Let's keep the team spirit. Nominate someone today in one of these categories:

DORS AWARDS

- **Personal Achievement Award** – Presented to a former consumer of rehabilitation services who has overcome barriers to reach a remarkable degree of personal and economic independence.
- **Employer Leadership Award** – Presented to a Maryland employer who has demonstrated remarkable leadership in promoting the employment, independence and economic self-sufficiency of individuals with disabilities.
- **Patrick McKenna Professional Award** – Presented to DORS staff person who demonstrates a deep commitment to the

agency's mission, values, and vision. This recipient is dedicated to improving the lives of persons with disabilities by promoting and inspiring others to effectively and continuously serve and respect in the DORS community.

- **Excellence in Partnership Award** – Presented to a DORS-accredited Community Rehabilitation Program that has demonstrated an outstanding record of partnering with DORS in assisting individuals with significant disabilities to achieve employment through the use of innovative practices and creativity.

MRA AWARDS

- **The R.C. Thompson Hall of Fame** – For individuals who have dedicated a career or lifetime to advocating for people with disabilities. The individuals should be champions of rehabilitation and affiliated with VR, independent living, universal access, disability rights, etc. These members will be forever linked with the finest examples of rehabilitation professionals in Maryland.
- **Administration Award** – Honors someone who has shown unusual initiative or creativity developing and administering a program of demonstrated value for individuals with disabilities. Recipient should be a rehabilitation program administrator, a community facility director, or a person who has helped to develop outstanding rehabilitation programs in untried areas.
[Recipient must be a MRA member.]
- **Mary E. Switzer Distinguished Service Award**– Established in memory of Mary E. Switzer, the dynamic administrator of the Federal Vocational Rehabilitation Administration and the Social & Rehabilitation Service, and former NRA President. This award is presented to an individual or organization for achievement in advancing equal employment opportunity for

individuals with disabilities. The recipient will have consistently performed with creativity and initiative to improve employer awareness regarding the capabilities of qualified persons with disabilities, and will have promoted affirmative action within their own organization. The award honors a commitment to the effective participation of citizens with disabilities in the economic mainstream.

- **Human Resources Award** – Presented for significant contributions in the professional preparation and upgrading of rehabilitation personnel. The recipient may have initiated curriculum innovations, planned and implemented programs for a variety of rehabilitation personnel, inspired students to seek careers in rehabilitation, or promoted training in legislative and appropriations forums. *[Recipient must be a MRA member.]*
- **Humanitarian Award** – Presented to someone with notable leadership in removing legal or environmental barriers, preventing discrimination against individuals with disabilities and supporting the rights and benefits due to every citizen. The recipient should support the growth of rehabilitation services in Maryland.
- **Organization Award** – Presented to an organization with an outstanding record of services to individuals with disabilities. The organization may be one whose principal objectives are in the rehabilitation field, or one that has demonstrated effective concerns for the rehabilitation of individuals with disabilities. Organizations eligible for this award are those whose activities contributed to the rehabilitation of persons with disabilities beyond the purpose for which the organization was established.
- **Excellence in Media Award** – Presented to an individual or organization with an outstanding record of portraying people

with disabilities and their life experience in a realistic and positive way. Material should appeal to the public and not merely to a professional or specialized audience, using progressive language and imagery. Portrayal should be informative and not solely for promotional content. Eligible entities can include print, radio, television, film, and advertising concerns.

In an effort to make the awards nomination process easier, we've gone electronic. Nominate here: <http://goo.gl/zrkYPc>

Deadline for Nominations: September 30, 2015.

For more information, contact [Candace Henry](#), Awards Chairperson, 410-770-4646, Fax: 410-819-6840.

Rehab Happy Hour

Get ready to kick back and relax at this year's MRA social event – Rehab Happy Hour at Hightopps Backstage Grille.

The event is FREE – that's \$0.00 dollars of money!

Come join us for a fun, casual, happy hour on Thursday after the conference events. Hightopps is located right around the corner from the Radisson North Baltimore. There will be complimentary appetizers and finger food – how delicious! There's a cash bar and the regular menu is available to order from as well if you're looking for dinner.

Hightopps is offering us a spacious area off to the side of the restaurant with rustic stone and wood trim for our exclusive use. There's a wall of TVs because it is Fall, it is Thursday and there will no doubt be games to watch. There are two pool tables to shoot a few games with your friends, and an outside deck patio area to enjoy the crisp autumn evening.

Everyone is encouraged to RSVP when you register for the conference so we can get a head count for the appetizers – **did we mention there is no fee or cost for this event?** RSVPing will also guarantee you a complimentary commemorative tasting glass to remember the event! So RSVP when you register for the conference, get your glass, and come hang out with us! Hope to see you there!

Questions? Contact or [Lucas Gerace](mailto:Lucas.Gerace@marylandrehab.org), 410-554-9288.

MRA Book Nook

Back by popular demand – The Book Nook! All you bookworms, come prepared to load up on all your favorite genres. The Book Nook is the place to find CDs, DVDs and audio books as well!

If you have new/gently used books (no textbooks, please), CDs, DVDs or audio books you would like to donate, please contact [Therese Parr](mailto:Therese.Parr@marylandrehab.org) (410-554-9272) to arrange for your donation. All proceeds support the work of the MRA.

Silent Auction

Back by popular demand, the Silent Auction will once again be a highlight of the Maryland Rehabilitation Conference. Bid on a wide variety of products and services donated by businesses, organizations and individuals around Maryland. Great stuff like a family pack of tickets for Geppi's Entertainment Museum, signed Baltimore Orioles memorabilia, or gift cards for your favorite restaurants!

The Silent Auction Committee would appreciate additional donations of value from conference attendees, such as gift certificates, sports tickets, personal services, gift baskets, jewelry and handcrafted items. Is there a business you frequent that has

awesome stuff? You could ask them to consider making a donation, and get the word out about their awesome stuff!

If you would like to donate items or obtain further information, please contact [Shawna Leonard](#) or [Seth Masley](#) at 301-306-3600. Thank you, in advance, for your participation. All proceeds from the Silent Auction benefit the work of the Maryland Rehabilitation Association.

MRA Charity Event: Youth Empowered Society

This year's MRA charity fundraising event will benefit the Youth Empowered Society (YES) Drop-in Center.

Founded and run by formerly homeless youth and their allies, the Youth Empowered Society (YES) works to end homelessness in Baltimore by supporting currently/formerly homeless youth to become leaders in our community and by providing desperately needed, direct services, to homeless youth.

The YES Drop-In Center is Baltimore City's first and only drop-in center for homeless youth. The Drop-In Center is a safe space for youth who are homeless and between the ages of 14-25, to get basic needs met and establish supportive relationships with peer staff (many of whom were once homeless youth themselves) and allies who help them make and sustain connections to long-term resources and opportunities.

During the riots in Baltimore City on April 27, the YES Drop-in Center caught fire and sustained damage. The important work of the center has been continuing in temporary spaces as the staff work diligently to get the building back in order.

This year's fundraising event will be a 50/50 raffle. The ticket cost is 1 ticket for \$3.00 and 2 for \$5.00. If you also bring a

canned good or item off the YES wish list (below), for every ticket you purchase you will get an additional ticket free!

50% of total sales will go to the winner of the raffle and 50% of sales plus all donations collected will go to Youth Empowered Society. Tickets will be available to purchase throughout the Conference. Even if you're not attending the Conference, you're welcome to buy tickets or donate in advance – contact Charity Event organizer [Jena Paquin](mailto:jena.paquin@maryland.gov) 410-770-4646 (jena.paquin@maryland.gov).

YES Drop-in Center Wish List

Food Items:

- Snacks (High-protein bars, fruit cups, etc.)
- Safeway gift cards
- Plastic cutlery
- Paper bowls, cups and plates
- Non-perishable packaged microwavable foods (mac and cheese, cup of soup, etc.)
- Drinks/drink mixes (lemonade, iced tea)
- Can openers
- Water pitcher and travel mugs

Hygiene Supplies:

- Deodorant (women's and men's)
- Shaving kits (razors and shaving cream)
- Travel packs of Wet Wipes

- Feminine hygiene products
- Bars of soap and body wash
- Toothbrushes and toothpaste

Hotel Reservations

Join us at the [Radisson Hotel North Baltimore](#) (formerly the North Baltimore Plaza Hotel – same hotel as last year) in Timonium, Maryland, just north of Baltimore of I-83.

A block of rooms has been set aside for us at a rate of **\$92 double occupancy per night plus state & local taxes.**

When making reservations, inform the hotel (410-252-7373) that you are attending the “**Rehab Conference**” in order to receive these rates. A one-night’s deposit is required. The cut-off date to receive the conference rate is October 9, 2015.

DORS STAFF: Please refer to the DORS Information Bulletin regarding the conference before making any room arrangements.

Accessibility & Accommodations

To request accessible materials and reasonable accommodations, fill out the Accommodations section of the registration form no later than the conference registration deadline (October 8, 2015).

Accessible versions of the program, schedule, handouts and presentations will be given on a flash drive to blind or visually impaired attendees who request electronic alternate format. Braille and large-print printed versions of the program and schedule will still be available at the conference for those also requesting paper alternate formats.

Conference attendees who need a wheelchair-accessible hotel room and/or a roll-in shower should check the appropriate spaces on the registration form, then request this type of room when making their room reservation directly with the hotel. The Accessibility Committee will then contact you to see if you have any additional questions or concerns regarding conference site accessibility.

For questions prior to the conference, please contact [Carol Lewis](#) (410-554-9177 voice) or [Linda Andrews](#) (410-554-9220). For assistance or questions during the conference, an accessibility information station will be located near the registration area.

Questions? Want to Volunteer?

Contact the Conference Planning Committee:

Candace Henry , MRA President	410-770-4646
Suzie Miller , MRA President Elect	301-645-8882
Derick Serra , DORS Coordinator	410-554-9381
Linda Andrews , Accessibility	410-554-9220
Carol Lewis , Accessibility	410-554-9177
Candace Henry , Awards	410-770-4646
Jena Paquin , Charity Event	410-770-4646
John Stem , Exhibits/Reception	410-554-9536
Jody Boone , Finance	410-554-9451
Derick Serra , Programming	410-554-9381
Raquel Moore , Programming	410-554-9441
Donna Lettow , Publicity	410-554-9402
Kim Schultz , Publicity	410-554-9435
Michelle Britt , Registration	301-967-7257

Seth Masley , Silent Auction	301-306-3609
Shawna Leonard , Silent Auction	301-306-3600
Lucas Gerace , Social Event	410-555-9228

Workshop Descriptions

THURSDAY, OCTOBER 29, 2015

Concurrent Session #1 10:30 a.m. - 11:45 p.m.

Using Evidence-Based Practices for Employment with Transitioning Youth

Catherine Hardy, Community Employment Program Manager, Turning Point/Way Station; Richard Butler, Employment Specialist, Turning Point/Way Station; Terry Gantz, Transition Age Population Employment Specialist, Way Station/Turning Point

This workshop will review the basic elements and core principals of the Individual Placement and Support (IPS) model for supported employment. Presenters will provide information on identifying the youth's strengths, utilizing strengths in the employment search, common barriers faced by these individuals when seeking employment, and strategies to help them overcome the barriers. The presenters will also share their experiences in working with this population, including what tends to work and what doesn't. With employment often being a major element in any individual's recovery plan, it is essential that transitioning youth master the skills needed to find and maintain employment if they are to achieve independence.

Honoring our Veterans: A Holistic Approach to Serving Veterans with Disabilities

Dana Hendrickson, Director of Outreach & Advocacy, Maryland Department of Veterans Affairs (MDVA)

With the drawdown of troops and the end of the wars in Iraq and Afghanistan, an increasing number of service members are returning to the civilian world, many with service-connected disabilities. Some veterans will experience challenges associated with reintegration, but there are resources to help combat these challenges. Upon completion of this session, attendees will understand MDVA programs, be able to describe our Maryland veterans, and have a working knowledge of resources and entitlements available to veterans with disabilities. The session will look at veteran needs from a holistic perspective, with particular focus on career, personal development and support.

Use of Technology with Individuals with Cognitive and Physical Disabilities in Education, Workplace and Independent Living

Justin Creamer, Rehabilitation Technologist, Worksite Services, DORS; Sama Bellomo, Rehabilitation Technologist, Autism Services, DORS; Rosemarie Ha, Rehabilitation Technologist, Worksite Services, DORS

Sometimes, people living with disabilities need a custom solution to help them live more independently and enjoy life more fully. These custom devices may not be covered under their insurance. This interactive workshop is designed to help rehabilitation professionals better understand the vast range of possibilities. Adaptive device examples include: dressing & hand assistive devices, customized wheelchair transfers, adaptive instrument holders for disabled musicians, and more.

Yes, And!: Harnessing the Power of Improvisation to Transform Your Work

Amy Wallish, Founder/CEO, and Karyn Stenzler, Certified Benefits Counselor/ COO, Full Circle Employment Solutions

If everything went as planned, you wouldn't need to improvise. But, it doesn't, so you do. We will be sharing some of the secrets improvisers use to solve problems quickly and well on stage that can equip you to do the same at work and with your clients. This will be an interactive session with stories, examples, and some exercises, taken from Mary Jane Pories' book (*Yes, And!: Harnessing the Power of Improvisation to Transform Your Life and Work*) that provide a humorous, practical approach to ensuring you don't just manage change or merely survive the unexpected. Instead, you can seize opportunity and thrive.

A Service Provider's Perspective: Improving Employment Outcomes for Individuals with Disabilities

Kevin Walker, Director of Maryland Services, Penn-Mar Human Services

This session will focus on providing innovative practices in integrated employment. During the session, presenters will receive the steps/stages of the employment process used at Penn-Mar (exploration and discovery, job development, and retention) and how adopting a holistic agency-wide approach to supporting individuals in community employment has been critical to developing long-term successful employment outcomes for individuals supported by Penn-Mar staff. Presenters will also discuss the necessary steps to developing successful business relationships and stress the importance of making an ideal job match using a customized employment approach.

Concurrent Session #2 1:30 - 2:45 p.m.

Labor Market Information and Career Counseling

Darlene Peregoy, Business Relations Program Manager, DORS, and Jeffrey Trice, Business Services Coordinator, Department of Labor, Licensing & Regulation, Division of Workforce Development & Adult Learning

Participants in this session will learn what constitutes Labor Market Information (LMI), what is meant by “real-time” LMI, how to utilize LMI in Career Counseling sessions, and using the Labor Market Information available through the Maryland Workforce Exchange (and other resources).

How Partnering with The Arc Northern Chesapeake Region and Employing Individuals with Disabilities Made Us a Better Company

Neill Christopher, Vice President of Manufacturing, Acadia Windows and Doors, and Jan Stauffer, Transition Counselor, DORS

Presentation will detail how the partnership was developed and grew, effects of employment on the individuals who are employed there, and ADA accommodations and what they meant to the company.

Deaf Self-Advocacy: Deaf People Discovering Their Inner Advocate

Margie English, EnglishWit Solutions; Jane Hager, Vocational Manager, and Rita Campbell, Regional Deaf Self-Advocacy Train-the-Trainer Presenter, Bay Area Center for Independent Living.

This presentation shares the Deaf Community’s perception and beliefs around Deaf self-advocacy as obtained through surveys, focus groups and expert deaf leader input. The presentation also guides audience members through the Deaf Self-Advocacy Curriculum, and includes time to discuss and share experiences related to Deaf self-advocacy.

The Importance of the Return on Investment (ROI)

*Patricia Leahy, Director of Government Affairs & Public Policy,
National Rehabilitation Association (NRA)*

Maryland Healthy Transitions: Enhancing Services and Supports for Transition Age Youth with or at Risk for Serious Mental Health Conditions

*Kris Wright, LCPC, Maryland Healthy Transitions Project Director,
and Steven A. Reeder, CPRP, CRC Director, Adult Services,
Maryland DHMH, Behavioral Health Administration*

In this presentation, participants will learn about recent and ongoing efforts in Maryland to evaluate, enhance and expand supports for transition age youths with, or at risk for, serious mental health conditions. Participants will learn about Evidence-Based and Evidence-Supported practices being incorporated to provide holistic supports for transition age youths and their support systems, including Supported Employment, Supported Education, Family Psychoeducation, Assertive Community Treatment, Peer and Family Supports and counseling adaptations designed to better meet the needs of youths. Avenues for anyone interested in participating in anti-stigma efforts will also be presented.

Concurrent Session #3 3:15 - 4:30 p.m.

When Good is No Longer Good Enough: Transitioning to Greatness

Amy Wallish, Founder/CEO, Full Circle Employment Solutions

Many organizations are challenged by the status quo: isn't providing employment services to people with disabilities the way we always have good enough? The answer: absolutely not! Jim Collins (*Good to Great: Why Some Companies Make the Leap... And Others Don't*) proposes that good is the enemy of great. Fortunately, moving from good to great is not a function of

circumstance; it doesn't take a revolutionary process. Greatness is largely a matter of conscious choice! Making a commitment to community-based services and Employment First practices is also a matter of choice. This session will explore the principles of Good to Great and apply them to community-based employment services.

Employment Support for Persons with Challenging Backgrounds

Meka McNeal, Consultant/Trainer, University of Maryland School of Medicine Evidence-Based Practice, and Alex Dudley, Program Manager, Vocational Services, Cornerstone Montgomery, Inc.

Employment support for persons with challenging backgrounds can be a challenge within itself. This session will provide participants with different perspectives on how to assist individuals who have been involved in the justice system with obtaining employment. The participants will be provided with tools that encourage a strength-based approach and person-centered planning, as well as offer suggestions on how to assist individuals in both urban and rural communities. The conversation will include ways that mental health professionals can tailor their job development efforts with consumers and employers when job searching with a consumer that has been involved in the criminal justice system. Participants will also hear about bonding and expungements.

Independent Living: A Philosophy – A Movement – A National Program – A Personal Story

Laurie Elinoff, Vice-Chair, Maryland State Rehabilitation Council, and Jamey George, Executive Director, The Freedom Center

This workshop will discuss independent living (IL) as a philosophy, a movement and a national program. One presenter will share her personal IL story, highlighting highlight her journey with IL from college to her work in an institution to her work as a

DORS rehabilitation specialist to her experience as a DORS and IL consumer. The presenters will describe the IL philosophy – demonstrating the difference between a medical model and an IL model, the movement with national heroes, landmark legislation, and disability pride, and will detail the work of the statewide network of independent living – the CILs, DORS and MSILC. They will detail some changes in WIOA that impact the work of the IL network, and detail the work of the CILs and how many DORS consumers can benefit from accessing the five core services at their local CIL.

The Benefits of Accessible Job Boards and Partnerships with Inclusive Employers

Adam Streets, Senior Director of Marketing and Product Owner; Gabrielle Nagle, Community Marketing Specialist, and Niki Wiggins, Operations Manager, GettingHired.

GettingHired will discuss ongoing research around job seeker challenges and frustrations when applying for positions on non-accessible websites. In order to assist with the hiring of job seekers with disabilities, GettingHired has developed both technological and personal outreach programs to highlight the job seekers to inclusive employers. Partnerships with employers is imperative in seeing success in the hiring of job seekers with disabilities.

FRIDAY, OCTOBER 30, 2015

Concurrent Session #4 9:00 - 10:15 a.m.

ADA@25 – How Our Understanding of Autism Has Changed: Insights for Success from the Hussman Center for Adults with Autism

Zosia Zaks, CRC, Programs & Education Manager, Hussman Center for Adults with Autism, Towson University

Guided largely by the positive impacts of the ADA, society's ideas about disability have shifted tremendously over the past 25 years. In tandem, autism has arced from a rare and horrible tragedy to a neurological diversity that does not have to hinder success at employment and community integration. With the right mix of supports and education tailored to address an autistic individual's particular functional limitations, autism does not have to limit life itself. A rehabilitation counselor who works with autistic adults at Towson University's Hussman Center for Adults with Autism will share insights gleaned from Hussman Center community integration and work adjustment programs that can help other professionals best support autistic adults in reaching personal and work-related goals.

Staying Safe During Encounters with Law Enforcement: Sharing Tips & Strategies for Adults with Disabilities

Anastasia Edmonston, MS, CRC, Trainer, Maryland Behavioral Health Administration

This workshop will discuss how individuals can facilitate good communication with law enforcement and other public safety officials. Examples of stay safe strategies and suggestions from CIT trained officers in Howard County will be shared. The workshop will also address how those living with hidden disabilities such as a history of brain injury, mental illness and hearing impairment can best communicate with law enforcement and other public safety officials.

Supported Employment and Education Strategies for Young People Experiencing Early Psychosis

Kim Reeder, M.Ed., CRC, CPRP, Consultant & Trainer, Department of Psychiatry, University of Maryland School of Medicine, and Kayla Onley, Supported Employment & Education Specialist, On Track MD Program, Family Services, Inc.

Participants will learn about the Maryland Early Intervention Program (EIP), which uses an integrated approach to address the mental health needs of young adults aged 13 to 30 years who have recently experienced early psychosis. The purpose will be to explore an important component of this model, which is evidence-based supported employment and supported education. Most young people want to work or go to school, thus the Maryland EIP model incorporates evidence-based IPS supported employment, while adding a Supported Education focus in recognition that return to school is a common goal for this age group. During this presentation Supported Employment and Education Specialists will talk about their experiences and the challenges with providing supported employment and education services to young people, while sharing strategies that have worked, as well as those that have not worked.

Cultivating Self Care, Wellness and Connection to the Greater Good

Wendy Wolff, MPH

Building and cultivating community includes a conversation about strengthening our personal quality of life. We in the helping industry must enrich our lives and improve self-care in order to be of assistance to those whom we serve. The Letter Writing Project invites individuals to determine what is important in their lives and how to connect to the greater good. It allows people to pause and discover what is truly important; how the individual is critical to the collective in a creative, inspiring and life-changing manner. The format of this fun workshop is an interactive session in which participants will:

- Experience an inspired and energized perspective about the importance of self-care.
- Recognize the aspects of letter writing which provide clarity and promote wellness.

- Define their own personal list of self-care/mindfulness tools in order to improve their own lives, impact the lives of their customers and their community.

Use of Technology with Individuals with Low Vision and Who are Blind in Education, Workplace and Independent Living

Justin Creamer, Rehabilitation Technologist, Synthia Greenwell, Rehabilitation Technologist, and Joanne Kelly, Rehabilitation Technologist, Worksite Services, DORS

Assistive Technology, Accessible Design, Universal Design, Accessibility Features, Ease of Use, Tablets, Mobile Devices, Apps... and on and on. This presentation will provide general information about specialized assistive technology applications and devices, current technologies and their use as assistive technologies and how technology can be used for individuals with physical and cognitive disabilities in educational and workplace settings and with independent living; demonstration of different technologies and strategies; discussion on how appropriate technology and strategies are identified, put into action and supported; as well as, discussion on technology trends and time for question and answers.

Concurrent Session #5 10:45 a.m. - 12:00 p.m.

DeafBlind Communication 101 and Its Relation to the VR Process

Christine Telford, DeafBlind Specialist, DORS; Rachel Horowitz, SSP/Interpreter, Columbia Lighthouse for the Blind, and SSP coordinator, Metro-Washington Association of the DeafBlind; Edwin Martinez, Jr., iCanConnect trainer, SSP coordinator and DeafBlind braille instructor, Columbia Lighthouse for the Blind

This will be a hands-on workshop demonstrating the various communication methods DeafBlind consumers use and how these methods influence the VR process.

Two Quadriplegic Perspectives: Navigating DORS and the Search for Employment

Joshua Basile, attorney, Maryland & DC bar, and Joseph Barrett, Vocational Rehabilitation Counselor, Pennsylvania Office of Vocational Rehabilitation

Presenters will share their personal stories and journeys navigating DORS as quadriplegics. Topics covered will include initial communications with caseworker, awareness of available services, creating doable goals, executing goals, improving communication with caseworkers, transitions between different caseworkers, benefiting from assistive technology and finding gainful employment with a severe physical disability. Presenters will also share an online empowerment tool, SPINALpedia.com, that can be used by caseworkers to motivate those affected by paralysis towards gainful employment and healthy active lifestyles.

Effective Practices for Hiring, Recruiting and Retaining Qualified Individuals with Disabilities and Veterans with Disabilities

Colet Mitchell, Office of Disability Employment Policy (ODEP), U.S. Department of Labor

The Office of Disability Employment Policy (ODEP) invites you to a workshop on two recently revised regulations that represent an historic advance in employment rights for disabled veterans and individuals with disabilities. By strengthening longstanding regulations under the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) and Section 503 of the Rehabilitation Act (Section 503), the new rules will ensure that qualified applicants and workers have more meaningful opportunities to find, secure and keep good jobs. During this workshop Colet Mitchell from the Office of Disability Employment Policy (ODEP) will discuss best employer practices around workplace culture, outreach, recruitment and retention for people with disabilities,

including veterans with disabilities and pair with resources and tools.

ADA@25: Electronic Accessibility, the Final Frontier

Donna Lettow, Staff Specialist for Electronic Accessibility & Internal Communication, DORS

1990, when the Americans with Disabilities Act was signed, was the same year that Tim Berners-Lee invented the computer language that would create the World Wide Web. It was also the same year that Microsoft introduced the first commercially successful version of Windows. So it's no real surprise that computers and their accessibility aren't even mentioned in the ADA. But that's about to change. We'll look at the journey that electronic accessibility has taken and the new moves by the Department of Justice that may soon make it the law of the land.

What Does Rehab REALLY Mean?: Changing the Culture of Settling for Mediocrity

Stacy Seymore, Director, The Maryland Employment Network, and Maggie Scheie-Lurie, Peer Employment Counselor, The Maryland Employment Network and On Our Own of Maryland

This session will challenge providers, counselors, and consumers to think outside of our typical definitions of "rehab." We will discuss what "rehab" actually means to consumers and how providers can best support individuals to reach greater potential. This session will also explore ways in which we can change the culture of settling for a life which depends on public assistance and supporting consumers to strive for greater self-sufficiency. The presenters will facilitate a candid discussion around the limits that we inadvertently place on consumers and ways to support people in planning for the future from the time they initiate services.

Conference Registration

Conference fee includes the continental breakfast with the exhibitors Thursday morning, lunch on Thursday and Friday, and access to all Keynote, Lunchtime and Breakout Sessions and the Exhibit Hall.

- Professional registration is \$165 for both days, or \$125 to attend one day.
- Student registration is \$75.

To register for the Maryland Rehabilitation Conference 2015, go to:

<http://goo.gl/5nS2j2>

If you have questions or encounter any difficulty using the online registration system, call 410-554-9381 for assistance or email staffdevelopment.dors@maryland.gov.